



PROFESSORILIITTO
PROFESSORFÖRBUNDET
FINNISH UNION OF UNIVERSITY PROFESSORS

Annual Report 2015

Sisällys

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1. Focal areas of activities

In 2015, the operational focuses were: 1) professors' salaries and working conditions, 2) the status of professors, 3) resources of the universities and State research institutes and 4) the recruitment and retention of Union members.

Professors' salaries and working conditions

The overall salary development of professors was slightly better (+0.7%) than the increases based on the general collective agreements. In 2015, the salaries of professors were raised by a 0.4% general increase applicable to the university sector and State sector. The increase was allocated to the competence-requirement/task-specific component of the salary and is reflected in the other salary components.

Salary information concerning professors was requested through surveys from both the employers and the Union members. The salary development of professors differs greatly between individual universities. With the exception of Aalto University, all the universities apply the same salary system. The salary difference between male and female professors has remained relatively unchanged.

According to the Employer Survey, the salaries of professors working in State research institutes increased slightly. There were some differences in the research institutes that participated in the surveys of 2014 and 2015, and the number of responses was also different.

The Union promoted the working conditions of professors, among other ways, at the meetings with university management and through the Union chapters. The Union especially highlighted the need for opportunities for professors to carry out research / artistic activities and the importance of related support services. The demand for increased research opportunities was expressed by the Union on several occasions, such as within the objectives for the Government Programme, at meetings with university management, at meetings with political party representatives and in other interest group gatherings. The Union reminded the universities that upon the closure of the Professor Pool, the universities should take research period systems into use.

Status and appreciation of professors

The Union has emphasised the special status and significance of professors within the universities and State research institutes. The Union has also emphasised the expertise of professors in science and research, in higher education, within university or research institute management and in terms of social influence. The matter has been discussed, for example, in the media, membership letters and blogs, and at interest group events. The Union's management has joined with local chapter representatives to meet with the management of the individual universities. The appreciation of professors within the university community also derives from the idea that professors bear responsibility for their field of science and its development.

Resources of the universities and State research institutes

The Finnish Union of University Professors campaigned in a highly visible manner during the Parliamentary election by raising forth its objectives for the Government Programme. The Union tried to ensure that universities and State research institutes would be allocated sufficient financial resources. Long-term research requires a secure foundation of funding. The Union required that the Government withdraw its proposal to freeze the university index for the entire Government term.

Recruitment and retention of Union members

The highest possible degree of unionisation among professors serves the interests of the entire profession. New professors have been informed about the advantages of union membership. The Union members have also been informed about their membership benefits and the activities of the Union on behalf of professors and their interests.

The Union has supported the professional identity of professors and their mutual collegiality. Special attention has gone to supporting members as they face situations involving changes.

2. Supervision of interests

- The social contract negotiations reflected in the labour market.
- Due to the valid general collective agreements, negotiations focused on settling on salary increases for the second phase of the Pact for Employment and Growth.
- The salary development of professors was modest.
- Upon the closure of the Professor Pool, the research period systems created by each individual university will become emphasised.
- The removal of the super accrual system will reduce pensions in the future.

2.1 Currently valid general collective agreements

On the basis of the Pact for Employment and Growth, signed by the central labour market organisations on 30 August 2013, the general collective agreement (TES) for universities was signed on 25 October 2013 for the period of 1 April 2014–31 January 2017. The Collective Agreement for State Civil Servants and Employees Under Contract is also valid for the same period of time. Currently, therefore, the universities are enjoying a period of labour market harmony.

2.1.1 Social contract and compelling legislation

The negotiations of the central labour market organisations concerning a social contract weighed heavily on the labour market field from the spring onwards. The Union supported Akava in these negotiations. The stated intentions of the Finnish Government to use compelling legislation to improve Finland's competitiveness and to reduce the unit labour costs caused a state of restlessness during the autumn. The central labour market organisations arranged a political demonstration on 18 September, in which the Union did not participate. The Union informed its members of its position in its membership letter.

2.2 University Salary System

The Salary System for Universities (YPJ) is comprised of four components: 1) task-specific salary component, 2) personal performance salary component, 3) competence-requirement allowance and 4) performance increase. The guaranteed salary that is part of the YPJ no longer has any notable effect on the professors' salaries.

Aalto University has its own independent salary system. The salary development of professors at Aalto University has been better than the average from 2014 to 2015. No other local salary systems have been established.

The Union has contributed to the work of the salary system working group as agreed upon in the collective agreement for universities. The work of the working group has not proceeded. The employer organisation Sivistystyöntajat (the Association of Finnish Independent Education Employers, in short AFIEE), which represents the universities, made a written proposal in June to change the YPJ salary system. If the proposal would be realised, it would mean a transition to a total salary system, dissolution of the assessment teams, declined legal protection for employees and the greater right of direction for the employer (managerial prerogative) in terms of determining salaries. Additional funding would not be forthcoming. The Public Sector Negotiation Committee, JUKO, and the Union have considered the proposal with reservation. No official negotiations have yet been held. JUKO has begun preparations of its counterproposal. The Union has also held discussions about AFIEE's

proposal as well as about the functionality of and need for changes as regards the YPJ salary system. The Union policies concerning the need for changes to the salary system will be prepared during 2016.

The Union has also participated in the activities of the working group for working hour systems as relates to teaching and research personnel. JUKO has presented three changes to the working hour agreement: an increase in research opportunities, 2) clarification of maximum working hours and 3) the possibility for holiday-equivalent leave, primarily at the end of a service relationship. AFIEE has notified that it prioritizes work in the salary system working group.

2.3 Salary systems of State research institutes

Every State research institute has its own salary system. As a result of the State research institute reform, some of the research institutes were merged at the beginning of the year and the salary systems were reformed accordingly. The year in review saw the establishment of a salary system for the Natural Resources Institute Finland (LUKE), which started on 1 January 2015. A unified salary system was established for VTT Technical Research Centre of Finland Ltd, which began operations as a limited liability company on 1 January 2015. The National Research Institute of Legal Policy and the Consumer Society Research Centre became part of the University of Helsinki as of 1 January 2015.

Within the VAKAVA Government group, the Union has worked to safeguard the position of staff members in cases of mergers as regards, for example, the development of a common salary system.

2.4 Salary increases and negotiations concerning universities

On 30 August 2013, the central labour market organisations signed the Pact for Employment and Growth, which aims at long-term, moderate and comprehensive agreements. The collective agreement for universities is valid from 1 April 2014 to 31 January 2017.

In accordance with the Pact for Employment and Growth, salaries were increased by 0.4% as of 1 August 2015. The general increase allocated to the task-specific component of the salary and is reflected in the other salary components.

In June 2015, the central labour market organisations agreed on the implementation of the salary increases for the second phase of the Pact for Employment and Growth. The increase will be implemented in the form of either 16 euro per month or a minimum increase of 0.43%.

The Pact required a field-specific agreement. The negotiations were particularly difficult for the universities as regards the application of the increase as a set euro amount. An agreement on the increases was reached, however, as the deadline approached. As of 1 February 2016, all professors would receive the 0.43% general increase.

2.5 Salary increases and negotiations concerning the State

In accordance with the Pact for Employment and Growth, the salaries in the State sector saw a general increase of 0.4% as of 1 August 2015. The increase was allocated to the task-specific component of the salary and was reflected in the other salary components.

Within the State sector, a negotiation result was reached concerning the implementation of salary increases in the second phase of the Pact for Employment and Growth. The task-specific components of the salaries would be increased by 0.43% per month as of 1 February 2016.

As a result of the State research institute reform, a new salary system was negotiated for the Natural Resources Institute Finland (LUKE), established on 1 January 2015 through the merger of MTT

Agrifood Research Finland, the Finnish Forest Research Institute (Metla) and the Finnish Game and Fisheries Research Institute (RKTL).

Within the VAKAVA Government group, the Union has worked to safeguard the position of staff members in cases of mergers as regards, for example, the development of a common salary system. The development of the salary systems has been hampered by the lack of funds. A solution was reached on changes to the collective agreement as they concern the Institute of Occupational Health. The agreement was expanded to apply to research professors and directors of thematic areas. In September 2015, the Institute of Occupational Health reached an agreement regarding the salary increases for the second phase of the Pact for Employment and Growth.

The VTT Technical Research Centre of Finland Ltd., founded on 1 January 2015, made its own agreement, and the employer joined the Service Sector Employers' Association (PALTA).

2.6 Results-based pay systems

The Union's Salary Survey in 2015 clarified the extent and amount of results-based remunerations had been paid to its membership. Of the Union's Salary Survey respondents, 12% received a results-based/bonus/incentive pay. The average amount of the results-based pay was 3,571 euro/year. The Salary Survey among the membership indicated that the average amount of the results-based pay has decreased in comparison to the previous year. On the other hand, the share of recipients of such pay has slightly increased. It should be noted that the survey was only answered by part of the membership. The Employer Survey does not contain information about the results-based pay paid to professors.

The outcome of the results-based pay survey conducted by the Union in 2014 has been utilised in the supervision of interests during 2015. According to the Union, the composition of the professors' salaries should be clear and based on criteria established in advance. The professors should have information on the factors that affect the YPJ salary and the results-based pay. The criteria should be specified so that it is possible for professors to affect them through their own work, and the criteria should take the particular characteristics of each scientific field into account as well as the diverse job description of professors. It is important to know whether the system's intention is to guide activities or to recognise exceptional activities in retrospect. The universities should examine the effect that the system might have on their own established objectives.

The Union has stated that if a results-based pay system is taken into use, separate funding must be allocated for that purpose. The results-based pay must not be used in place of the universities' YPJ salary system.

The results-based pay system should have the support of the professors at the university in question and the professors must be able to affect the system and its development. Furthermore, the impacts of the system on the professors' ability to cope at work and the atmosphere within the work community must be monitored regularly.

2.7 Academic director's fees

The collective agreement for universities states that a university may decide to pay an academic director a separate director's fee. According to the Union's Employer Survey, the share of those who received the academic director's fee in September 2015 was 21% and the average fee was 691 euro. The share of fee recipients remained unchanged from the previous year, but the average size of the fee decreased slightly. The estimated total sum of the fees paid to professors in September 2015 was 302,573 euro (319,805 euro in September 2014). According to the Union's Salary Survey, 23% of the Union members are paid an academic director's fee. The average fee was 758 euro/month. The share

of those receiving the fee and the sum of the fees has slightly decreased when compared with those stated in the Salary Survey for the previous year.

The Union has raised the issue about academic director's fees in discussions with the university management. The Union has endeavoured to impress upon university management the significance of director's fees.

2.8 Director's fees in external funding projects

The Union has previously drawn up recommendations for universities regarding the payment of director's fees to professors involved in external funding projects. It is recommended that 1) fees shall be paid for the raising of supplementary external funding, 2) all acquired funding shall be used as the ground for the fee, and 3) the fee shall be based on the total amount of funding. The Union chapters pursue to implement the recommendation within the universities.

Only a few universities systematically pay director's fees in external funding projects. According to the Union's Salary Survey, 6% of the membership received a director's fee for external funding projects during 2015. The average fee was 4,498 euro/year. The average size of the director's fees in external funding projects has decreased by 13% from the figure in the previous year's survey. The monetary amount in euro was only available for a small group of respondents. The Union follows the development of the director's fees in external funding projects. The Union has stated its recommendation concerning the director's fees in external funding projects in the course of meetings with university management.

2.9 Fees for expert tasks and statements

For the second time, the Union included a question about fees payable for expert statements in its Salary Survey. Altogether 44% of respondents received fees from another university for expert statements regarding the examination of a doctoral thesis (average fee 457 euro), 21% for the assessment of a professor's competence (average 1,215 euro), and 15% for the assessment of the granting of the title of docent (average 288 euro). A total of 27% of respondents received writer's fees from sources other than their primary employer. The average writer's fee paid in 2015 was 2,479 euro, but the dispersion was considerable.

The Union's recommendations for fees and compensations are stated on the Union's website and in its calendar. Members have also been given abundant advice and assistance regarding this issue.

2.10 Salary development among professors

The salaries of professors were raised by a 0.4% general increase for the university sector and State sector as of 1 August 2015. The increase was allocated to the competence-requirement/task-specific component of the salary and is reflected in the other salary components.

During the past two years, the salary development of professors has been modest. The total salary for all professors increased by 0.7% between September 2014 and September 2015. This increase is, therefore, slightly higher than the general increase based on the collective agreement. In the Employer Survey conducted by the Union, the total salary for professors, in September 2015, was 7,094 euro (2014: 7,053 euro) for permanently-employed professors and 6,390 euro (2014: 6,389 euro) for professors employed on a fixed-term basis. For all professors, the mean total salary was 6,949 euro (2014: 6,904 euro). The mean values of both the competence requirement (VAATI) and personal performance (HENKI) assessments declined in the 2014 Employer Survey. According to the latest Employer Survey, the mean value of the VAATI as concerns all professors rose slightly (change of 0.04), but the mean value for the HENKI assessment decreased further (change of 0.01). When examined in terms of the type of employment of the professors, the mean value of the VAATI

assessment increased for full-time professors, but decreased for professors with a fixed-term employment. Although all universities have applied and are applying the same collective agreement (with Aalto University as an exception), there are huge differences in the salary development of the professors at the individual universities.

Over the past decade, the proportion of female professors has increased from 24.5% to 28.6% of all university professors. Altogether 73% of the female professors and 82% of the male professors were permanently employed in September 2015. The difference in salaries was 311 euro in favour of men (September 2014: 298 euro). The salary difference remained relatively unchanged in comparison to the previous year. The mean value of the VAATI and HENKI assessments of female professors who were permanently employed or employed on a fixed-term basis were lower than those of their male colleagues. The Union's 2009 Salary Survey endeavoured to clarify the reasons behind the differences between the salaries of male and female professors. The biggest factor behind this discrepancy was the impact of the number of 'years in service as a professor'. The second biggest factor was the greater percentage of women who are employed as professors on a fixed term basis. The third factor was the discrepancy in the distribution of supervisory fees and other regularly paid extras.

The Employer Survey also included the salaries of professors working at State research institutes in September 2015. The average monthly salary of professors at research institutes was 6,561 euro (2014: 6,435 euro). In 2014, partly different research institutes participated, and the number of responses was different.

Professors' salaries have been among the key topics discussed at the Union management's meetings with university management and other interest groups. Discourse at the meetings with university management has concerned the university-specific use of the VAATI levels. In the meetings, particular attention has also been paid to the salary level of female professors and the results-based pay practices. The Union chapters have been encouraged to take a closer look at the salary development of professors in meetings with university management.

2.11 Professors' working hours

The Union continues to argue against the monitoring of the professors' working hours.

The Union's starting point is that, for professors, there is no need to change the terms of the working hour agreement for teaching and research personnel, except for the inclusion of a more strictly expressed statement concerning research possibilities. This negotiation objective has still not been reached.

The Union has responded negatively to attempts to remove the maximum teaching hours of professors. The Union emphasised throughout the negotiations that professors should not be affected by any proposals for changes to the working hour agreement that are presented by parties representing other teaching personnel.

Together with the Public Sector Negotiation Committee JUKO, the Union has proposed that all universities carry out a working hour study in which participants keep a record, for one week, of their own work input in different tasks. This would provide information about the average working hours of professors and the distribution of their work time. The proposal has not proceeded. The University of Jyväskylä has conducted a working hour survey, but it has not been published.

The Union has emphasised in different arenas, including its statements to the Ministry of Education and Culture and to the Parliament, that any increase in course programmes, particularly during the summertime, would require additional resources.

2.12 Improving the working conditions for professors

During the year in review, the Union drew attention, in a number of ways, to the working conditions of professors. The Union especially highlighted the need for opportunities for professors to carry out research / artistic activities and the importance of support services. The Union has pushed for an increase in research opportunities for professors, such as within the objectives for the Government Programme, at meetings with political party representatives, at meetings with university management, and in other interest group gatherings. The objectives for the Government Programme were widely distributed before and after the Parliamentary election by, among other methods, publishing them as a full-page campaign notice in Helsingin Sanomat. The Union reminded the universities that upon the closure of the Professor Pool, the universities should take research period systems into use. There are minimal signs of this visible in some of the universities. The matter was also discussed with the management of the Academy of Finland with the idea that the Academy might be able to advance the opportunities for professors to conduct research.

The Union media releases stressed the fact that State budget cuts would endanger the universities' abilities to implement even statutory duties. During the year in review, the Union kept a focus on the importance of assisting staff, which enables professors to concentrate on the core tasks of their jobs. Despite the extensive campaigning, the Government decided to cut funding for the universities and science, which resulted in, among other things, the dismissal of personnel.

In connection with the collective bargaining negotiations of the university sector, the Union has emphasised that the provisions regarding research opportunities should be expressed more specifically.

2.13 Taxation

The Union endeavours to affect taxation through, among others, its co-operation with Akava.

The members have been provided with advice on taxation matters in the Acatiimi magazine and in the annually updated online version of Acatiimi. In addition, personal advice on taxation has been given to members.

During the year in review, the Union received many enquiries from members about the so-called solidarity tax payable by pensioners. The Union has raised the issue through Akava among other channels. The appeal concerning the solidarity tax is currently being reviewed by the Court of Justice of the European Union.

2.14 International co-operation and supervision of interest issues

Members were given advice on any matters related to internationalisation. The Union's English-language website was upgraded. One issue of the Acatiimi magazine was published almost entirely in English, and the leading article in all other issues was translated into both Swedish and English. The Union's membership letters are sent out in Finnish, Swedish and English.

2.15 Intellectual property rights

Jointly with JUKO, the Union has advocated reasonable terms and conditions for the transfer of intellectual property rights (IPR) at universities. Union members have been instructed on the issue.

No problems have been observed in terms of any rights related to inventions. A Union representative has served as a member of the university section of the Employee Invention Committee appointed by the Government.

2.16 Pensions and retirement age

According to the surveys, professors want to remain at work longer than other employee groups.

The legislative changes related to the pension reform were submitted to the Parliament as planned. Akava did not, at the time, sign the pension reform agreement because of its detrimental impact on the pension accrual terms.

From the professors' standpoint, the gradual increase of the pensionable age to 65 and increase of the resignation age to 70 are not particularly worrisome. Instead, the reduced pension accrual, planned to start in 2017, and the removal of the so-called super accrual system for those over 63 would weaken the pension security of professors. The Union has strongly objected these changes. The so-called increment for deferred retirement would, however, even out the situation.

The Union has provided its members with information on pension matters in the Acatiimi magazine and personally.

3 Activities concerning science and university policies

- The Union issued opinions, statements and press releases on several proposals related to university, science and education policies.
- The Union opposed resource cuts.
- The Union campaigned for basic funding for universities.
- The Union supported the preservation of the dual model.
- Within the tenure track system, only those with the title of professor are considered professors.

3.1 Research appropriations and university resources

The new Government Programme cut the appropriations for universities and research. The university index was frozen and a total of 681 million euro was cut from the budget for education, science and culture. The Union has condemned the budgetary cuts to universities and science in statements issued on numerous occasions to the Ministry of Education and Culture and to the Parliament. The matter has also been addressed in interest group events. The Union required that the Government withdraw its proposal to freeze the university index for the entire Government term. In various different arenas, the Union has repeated its claim that appropriations directed into universities and scientific research are not an expense, but rather an investment in the future. The Union has particularly kept the significance of basic funding at the forefront at, among other events, meetings with ministers and other interest groups.

The Union has presented its opinions on resource issues primarily together with the Finnish Union of University Researchers and Teachers, but also within the Akava community. Co-operation with UNIFI has also been productive. Many of the media releases issued by the Union (and the Finnish Union of University Researchers and Teachers) received a great deal of attention in the media.

The universities' employee co-operation negotiations have increased significantly as a result of the appropriation cuts during 2015. Thousands of personnel have been dismissed. Professors have also

been subjected to the employee co-operation negotiations. The Union feels that this situation must be taken seriously; the cuts have been opposed, without forgetting to include the viewpoint of individual members.

The research funding reform and the State's productivity programmes and budgetary cuts have also put a strain on the funding for State research institutes. The financial changes were manifested as personnel reductions, lay-offs and operational downsizing. Employee co-operation negotiations were held at least in VTT Technical Research Centre of Finland Ltd, the National Institute for Health and Welfare (THL), the Finnish Food Safety Authority Evira, the Radiation and Nuclear Safety Authority, the Institute of Occupational Health, the Finnish Meteorological Institute and the Natural Resources Institute Finland (LUKE). JUKO criticized the State employer for the ineffectiveness of the Act on cooperation in government agencies and public bodies (1233/2013) and for the fact that the Act has, in effect, become a termination act.

The Union issued a statement to the Parliamentary Education and Culture Committee on the amendment of the Universities Act as concerned the processing fee for term-specific applications collected from students with earlier education received in states outside of the EEA area. The Union tentatively backed the proposal for processing fees based on the idea that the fee might reduce the number of "futile" applications. In terms of the universities' financial situation, the Union feels that the impact of this proposal would not be significant.

The student/university teacher ratio has remained relatively unchanged.

3.2 Parliamentary election and Government Programme

The Finnish Union of University Professors campaigned in a highly visible manner during the Parliamentary election by promoting its objectives for the Government Programme. The key objectives included long-term funding for the universities, the possibility for professors to have time for research activities, and the preservation of the distinct roles of the academic universities and universities of applied sciences. The objectives for the Government Programme were raised in the campaign of influence in Helsingin Sanomat, in media releases, at meetings with political party representatives and in other interest group gatherings. Furthermore, the Union organised an election panel together with the Finnish Union of University Researchers and Teachers (TTL) and UNIFI. Prior to the election, Union and TTL representatives jointly met with individual representatives of all the parliamentary parties.

3.3 Structural development of universities and State research institutes

The media has been increasingly discussing the structural development and profiling of universities. In different connections, including its own statements, the Union has stated that it does not oppose the reforms in principle. If, however, the reforms are enacted out of necessity due to decreasing resource development, the chances of the measures meeting with any success are weak.

The Union has supported the preservation of the dual model for academic universities and universities of applied sciences. This support has been visible in the objectives for the Government Programme and in media releases drafted in co-operation with other organisations. On the other hand, the Union has considered the possibility of implementing structural changes in the longer term.

The three universities in Tampere, namely the University of Tampere, Tampere University of Technology and Tampere University of Applied Sciences, are involved in the so-called Tampere3 project. The intention is to increase co-operation in a new way, possibly through a merger. The project will continue after 2015 as well. The Union has actively monitored the progress of the Tampere3 project. Union representatives have attended project-related events in Tampere, including joint

meetings for professors working in Tampere. For the Union, the essential aspect of the issue is to listen to the opinions of members from Tampere.

The University of Lapland investigated possibilities for increasing co-operation with the Lapland University of Applied Sciences. The Lappeenranta University of Technology and Saimaa University of Applied Sciences planned increased co-operation with the aim of establishing the LUT Group. Additionally, the University of Jyväskylä prepared to join the strategic co-operation agreement between the University of Eastern Finland, the University of Turku, the University of Tampere and the University of Oulu.

The structural development of State research institutes proceeded during 2015. The Technical Research Centre of Finland VTT and the Centre for Metrology and Accreditation MIKES merged on 1 January 2015 to form VTT Technical Research Centre of Finland Ltd. MTT Agrifood Research Finland, the Finnish Forest Research Institute (Metla) and the Finnish Game and Fisheries Research Institute (RKTL) also merged on 1 January 2015 to create the Natural Resources Institute Finland (LUKE). The tasks of the Finnish Geodetic Institute and the Information Centre of the Ministry of Agriculture and Forestry (Tike) were transferred to the Finnish Geospatial Research Institute on 1 January 2015.

The employee co-operation negotiations within the universities and research institutes have increased insecurity in terms of job retention. The Union has argued that temporary lay-offs are poorly suited to the work of professors.

The Union office and shop stewards assisted and advised dismissed professors throughout the year. The universities' employee co-operation methods were discussed at gatherings for the shop stewards, chapter meetings and the meetings with the university management. In different contexts, the Union stressed the role and significance of academic personnel.

JUKO provided both State and university shop stewards with training on negotiation procedures.

The Union issued opinions, statements and media releases on several proposals related to science and education policies, such as the university index, the budget proposal for academic universities and universities of applied sciences, the Research and Innovation Council, academic year fees for students from outside the EU/EEA, and the development plans for education and research. The Union informed its membership and the universities about its stand on these issues.

3.4 Professors' service relationships and titles

The Union monitored the recruitment practices for professors and, when necessary, spoke up on any drawbacks. One worrisome trend that has been developing throughout the entire validity of the Universities Act is, in particular, the decreasing number of full-time professors. The number of full-time professors in 2010 was 2,374 and by 2015 that figure had dropped to 2,104. The Union's view is that the number of professors should be increased moderately.

The number of fixed-term professorships has declined slightly to be 21% of all professors in 2015. Fixed-term employments are extensively used at the University of the Arts, in particular. In different connections, the Union has emphasised the fact that fixed-term employment relationships do not facilitate long-term development within the field. The Union's office and shop stewards have assisted and advised members who have had several successive fixed-term employment contracts with a university that was then no longer willing to offer them a new employment relationship.

The title 'Professor of practice' has been taken into use at many of the universities. Discussions about such positions have been held with the management of the relevant universities.

The tenure track system has caused uncertainty about who is a professor as intended by, for example, the Universities Act. The Union has already earlier outlined that only those holding the title of

'professor' are considered professors as intended by the law. In addition, academy professors and research professors are professors as intended by the law. In the tenure track systems, an individual is a professor as intended by the law when they have reached the stage and title of a professor ('full professor'). In all cases, it is required that the professor's competence has been assessed through peer evaluation. The Union has presented its policies to, among other, university rectors.

A representative of the Union has been involved in the working group investigating careers in research.

The Union's recommendation for the use of the title 'professor' is stated, among other places, on the Union's website. Inquiries concerning this recommendation have been made quite often.

3.5 Career development and research careers of research and teaching personnel

The Union further promoted the four-stage research career model in which the fourth stage comprises professors. The position of a professor is primarily permanent. The Union's view is that the proportional share of professors within the teaching personnel at universities should be increased moderately. The Union does not approve the practice of using, for example, costs as an excuse to rename professorships and use an alternative title for the position.

Many of the universities have introduced the tenure track system as a new type of career path, especially for professors. The systems vary slightly between universities. The fundamental idea behind the system is, however, that when one's career progresses as planned, the final result is that the person gains the title of 'professor'. The system includes titles that derive from 'professor', such as associate professor. The tenure track title 'associate professor' does not correspond to the title of assistant professor used earlier in Finland, nor is it a title for a professorship as intended by the Universities Act.

According to the Universities Act, professors represent their own group within university administration. The provisions of the law that concern professors are the same for all universities. The criteria for being included under the heading of 'professors', however, vary from one university to another. The legal status of those carrying the tenure track title of associate professor, in particular, is problematic. According to the Union, the understanding of the legal status of those included in the tenure track system should be the same across all universities in Finland.

The Union has closely monitored the implementation of the tenure track system at different universities. For the time being, not many of those holding a tenure track position other than full professor have joined the Union. At the present, none of those who have dropped from the tenure track system have initiated any legal proceedings.

A representative of the Union has been involved in the working group investigating careers in research. The task of the working group was, among other things, to survey careers in research at the academic universities, the universities of applied sciences and at State research institutes from the perspective of strengthening mutual co-operation, and to make proposals for measures to remove any obstacles hindering such collaboration and to respond to necessary development needs. The Union representative has regularly submitted the Board with reports on the progress of the working group. The final report of the working group was published on 12 February 2016.

3.6 Professors' status

The Union has, in many contexts, emphasised the special status of professors and their significance to the universities. The matter has been discussed, for example, in the media, the membership letters, the Union's blog and at meetings with university management. The Union chapters have been encouraged to keep in regular contact with the management of their own university. Good practices for

increased dialogue between the Union chapters and university management were published on the chapter websites.

At various universities, the Union's management and the local chapter representatives have met with the university's management for co-operation purposes. Steady and regular dialogue between the professors and the university management has been expressed as an essential aspect for co-operation.

4 Internal organisational activities

- Resources were directed into membership recruitment.
- The total number of members grew. The number of employed members, however, decreased slightly due to an increasing number of retired members.
- The Union office and shop stewards assisted and advised dismissed professors throughout the year.

4.1 Union organisation

The Union Council convened at its regular spring meeting on 23 April in Tallinn, Estonia. The meeting was preceded by a spring seminar entitled *Joining forces?*, which was organised jointly by the Union and the Finnish Union of University Researchers and Teachers. The autumn meeting was held on 27 November.

The Board met 10 times during the year in review. Union activities for 2015 were planned and the salary systems were discussed at the August seminar. The Union's influencing activities were discussed at the seminar in December.

The Board appointed the Union's Work Committee, Investment Committee, Communications Group, and Election Committee.

4.2 Membership

The importance of being a member of a trade union was discussed in different ways at various Union events throughout the year. The Board actively talked about unionisation and monitored the membership development at each meeting. The total number of Union members at the end of the year in review was 2,454 (as compared to 2,433 in 2014).

The primary target group for member recruitment were those who had been recently appointed university professors. The chapters were requested to provide information about new professors on a regular basis. When necessary, the office searched for appointed professors from university websites. The Union office sent new professors an electronic letter of greeting and the Union's information packet. The survey conducted among new members showed that they expect for the Union to influence university and science policies and to provide any up-to-date information that concerns professors. One of the aims of the Union's influencing campaign in connection with the Government Programme was to bring the Union's influencing activities in university and science policies to the attention of both members and non-members.

The Union requested feedback from those professors who had received recruiting material but had not joined the Union. A surprisingly high number of non-members had no particular reason for not joining; they stated that they had simply forgotten to take care of the matter. The Union has, in different

connections, emphasised the significance, in terms of recruitment, of personal contacts from colleagues who are already members.

Non-members who are already working as professors are approached systematically on an annual basis. During 2015, the Union sent information to all eligible non-members working at the University of Helsinki and the Natural Resources Institute Finland (LUKE). Additionally, the Union, together with the Finnish Union of University Researchers and Teachers (TTL) and the Academic Engineers and Architects in Finland (TEK), held an event at Aalto University entitled *Does money lead (to) research*, for the purpose of recruiting new members.

Membership recruitment was discussed at the seminar for the development of local activities and the negotiation days of the chapter chairpersons. The latter event also dealt diversely with the development of the number of members in the Union and the chapters, as well as the composition of the membership and the variety of needs among members.

In the spring, a member event was held at the Amon Anderson Art Museum in Helsinki. The autumn seminar for members and interest groups was held at the National Museum of Finland under the theme '*Research benefits everyone*'. The interesting speeches attracted approximately one hundred attendees to the seminar.

4.3 Union chapters

The Union has fourteen university-based chapters and one chapter for members working at State research institutes.

The chapters have all had the necessary resources for their activities. The Union's elected management, Executive Director and Head of Union Affairs have visited at chapter events.

At the beginning of the summer, a seminar for the development of local activities was arranged. The seminar dealt with the composition of salaries and other topical issues.

A seminar was arranged in the autumn for the chairs and deputy chairs of the chapters. It was held in Helsinki in connection with the autumn seminar for members and interest groups.

4.4 Shop steward activities

At the universities, a total of 32 professors act as deputy chief shop steward, shop steward or deputy shop steward. Currently, there is not a single professor serving as a chief shop steward. None of the professors in the State research institutes are serving as shop stewards. As the role of local bargaining increases, it would be advantageous to strengthen the professors' involvement in shop steward activities.

The universities' employee co-operation negotiations have kept the shop stewards of the relevant universities very busy. Professors serving as shop stewards have advised and supported members, and contributed to local background groups organised to support the principal negotiators.

Professors serving as shop stewards also participated in training organised by JUKO and VAKAVA.

4.5 Member services

The Union members have been informed of membership benefits through the Union's website, in membership letters, and on an additional cover around Tiede magazine that was specifically intended for members.

Members have contacted the Union office on various issues related to their employment relationships. Dismissals have engaged the office to an increasing extent. Additionally, members have contacted the Union as relates to professor recruiting, copyright issues and issues dealing with research ethics. The services of a law firm were used, when necessary, to deal with any legal issues the members might have. The Union provided its members with liability and legal expense insurance.

The Union offers those who have been dismissed from a permanent employment relationship, as a result of personnel cuts, access to the HelpDesk programme that provides support for active job seekers. The co-operative partner in the service is HRM Partners Ltd. The first feedback on the use of the service has been received.

The majority of the employed Union members belong to the Teachers' Unemployment Fund.

In the spring, a member event was held at Amos Anderson Art Museum. Open to all members, plus one guest, the event was a huge success. In October, an autumn seminar was organised for Union members and interest groups. The seminar was also a success.

Members have been informed about the health and wellness services available to them from the PHT association (Palkansaajien hyvinvointi ja terveys) and about access to other Akava membership benefits listed on the shared jäsenedut.fi website.

The Directory of Professors is no longer available in book form. The online Directory of Professors is being updated as concerns Union members. This means that the number of professors with no information in the directory is growing.

The Union paid for non-occupational travel and accident insurance for its members through AIG Europe Limited. Union members have used their non-occupational travel and accident insurance policies to a higher extent than the previous year.

The Union had an agreement with a law firm for the provision of a telephone service which Union members can call for legal advice on personal matters. The service was free to Union members.

Union members receive Acatiimi and Tiede magazines as a membership benefit. Union members are sent a Union calendar each year, unless the member has notified that he/she no longer wishes to receive the calendar. Union members have the possibility to use a free e-mail box (at professori.fi) provided by the Union as a membership benefit.

Suomalainen kirjakauppa bookshop (on Aleksanterinkatu) in Helsinki granted members of the Union a discount on books other than textbooks.

4.6 Maintaining organisational readiness

Although labour market harmony prevailed during the year in review, the Union continued to develop and maintain its organisational readiness. At the end of October, JUKO led quite an extensive strike exercise in the university sector. The Union participated in the exercise.

Since the Union did not participate in the demonstration held on 18 September, no organisational measures were required by the Union.

5 External organisational activities

- The Union supported the preservation of Akava as an independent confederation.
- The Union's position within the organisational field was stable.
- Co-operation with the Finnish Union of University Researchers and Teachers was smooth and broad.

5.1 Trade union confederation AKAVA

The Finnish Union of University Professors took part in the activities of the Confederation of Unions for Professional and Managerial Staff in Finland - AKAVA. The Union was represented at Akava's meetings by Executive Director Jorma Virkkala, with Head of Union Affairs Raija Pyykkö and Chair Kaarle Hämeri serving as deputy representatives. Raija Pyykkö also served as a deputy member of Akava's Organisational Committee and the Communications Manager, Kirsti Sintonen, served on the editorial council for Akavalainen magazine. The Executive Director had the right to speak and be present at the Board meetings of Akava and he was a deputy member on the Education and Labour Force Policies Committee.

Preparations for the establishment of a new central organisation have proceeded. This would have a significant impact on labour market activities. Akava and nearly all of the Akava affiliates have opted out of participation in the preparations of the new organisation. The Union has supported Akava in this decision.

In terms of its purposes, the Union views it as advantageous for Akava's independence and influence in society to be emphasised. This does not exclude Akava from undertaking appropriate co-operation with other organisations and actors. Akava must remain the central organisation for highly educated persons, and its primary principle is to emphasise education and the position of highly educated persons.

The Union has a dual membership agreement with 15 Akava affiliates. Negotiations for a dual membership agreement with Talentia – the Union of Professional Social Workers have also been initiated.

5.2 Negotiation Committee

The Public Sector Negotiation Committee, JUKO, is a joint association for Akava members within the public sector. The Union has endeavoured to develop its supervision of interest activities in JUKO through co-operation with VAKAVA. It is essential that the Union's representation within JUKO's bodies, particularly within the university-sector advisory committee, is sufficient.

The Union belongs to JUKO through VAKAVA. The Executive Director of the Union served as a deputy member on the Board of JUKO.

The Executive Director also served as the deputy chair of the university-sector advisory committee and the Head of Union Affairs as a deputy member. The Executive Director has also contributed to JUKO's university sector negotiation groups.

5.3 VAKAVA

The Union actively participated in VAKAVA's activities. The Executive Director was a member of the

Board and the Head of Union Affairs was a deputy member. The Executive Director and Head of Union Affairs also served on the university group of VAKAVA. Additionally, the Head of Union Affairs contributed to the activities of the Government group of VAKAVA. The Head of Union Affairs served as Chair of the training group of VAKAVA.

The Chair, Executive Director and Head of Union Affairs attended the VAKAVA development seminar held in October.

5.4 Organisations for the field of teaching and research in universities

According to the co-operative agreement between the Finnish Union of University Professors and the Finnish Union of University Researchers and Teachers, the unions have a collaboration committee entitled *Professorit ja Tieteentekijät (P & T)*. P & T decides on shared objectives for university and science policies, manages the joint information activities of the two unions, serves as a bond in the common international activities of the unions, and pursues to harmonize the unions' targets concerning the supervision of interests in labour market issues. The Union was represented within P & T by Chair Kaarle Hämeri, Vice Chair Jouni Kivistö-Rahnasto and Executive Director Jorma Virkkala. The Finnish Union of University Researchers and Teachers had corresponding representation. The unions' joint Communications Manager, Kirsti Sintonen, also participated in the activities of P & T.

During the year in review, the Finnish Union of University Professors, the Finnish Union of University Researchers and Teachers (TTL), and the Union for University Teachers and Researchers in Finland (YLL) published their joint *Acatiimi* magazine. The magazine is sent to, for instance, members of the unions and influential actors within the university sector. The Union was represented on the editorial council for *Acatiimi* magazine by Members of the Board Marjukka Anttila and Jussi Tapani. Communications Manager Kirsti Sintonen also served as Editor in Chief of the magazine and secretary of the editorial council. The Executive Director took part in the work of the editorial council as well.

The co-operation with the Finnish Union of University Researchers and Teachers has been conducted according to plan and in a diverse manner.

5.5 Other co-operative endeavours

The Union had co-operation agreements with the following Akava affiliates: the Finnish Association of Academic Agronomists, the Finnish Union of Experts in Science, Academic Engineers and Architects in Finland - TEK, The Finnish Business School Graduates, Finnish Veterinary Association, the Finnish Pharmacists' Association, Finnish Dental Association, The Union of Finnish Clergy, Association of Finnish Lawyers, the Finnish Medical Association, the Finnish Association of Speech Therapists, the Union of Finnish Academic Foresters, Finnish Psychological Association, Social Science Professionals, and the Finnish Union of Environmental Professionals. The Union also endeavoured to work in co-operation with OAJ - the Trade Union of Education in matters that concerned the universities. The Union has also collaborated with the National Union of University Students in Finland (SYL).

Co-operation with UNIFI has been effective and increasing. The Union has talked with UNIFI about topical issues and jointly participated in, among other events, the Parliamentary Education and Culture Committee event.

JUKO has endeavoured to work in collaboration with others, in particular, within its negotiation activities. The Union has been involved in this collaboration.

5.6 International activities

The Union participated in international activities wherever relevant in terms of the objectives of the Union.

The Union has been a member of EI (Education International) since 1999. EI is organised by region. The European region's own organisation is ETUCE (The European Trade Union Committee for Education). On the European level, EI has a Higher Education and Research Standing Committee (HERSC), in which the Union holds one seat.

Deputy member of the Board Petri Mäntysaari participated in the meeting of the university-sector teacher organisations of the other Nordic countries. The organisations' representatives meet annually. Deputy member of the Board Tommi Sottinen attended the meetings of the HERSC. The Board received reports from the abovementioned events.

6 Communications

- The emphases were on exerting influence on the Parliamentary election, Government Programme and the State budget.
- The Union produced more media releases than ever before.
- The Union joined Facebook.

The Union's Communications Group comprised of Chair Kaarle Hämeri, Communications Manager Kirsti Sintonen, Head of Union Affairs Raija Pyykkö and Communications Assistant Milla Talassalo as secretary.

In multiple meetings, the Communications Group discussed, among other things, the campaign of influence that was implemented prior to the Parliamentary election. Additionally, the Group planned the programmes for various Union events. At the end of the year, the Group also planned for an analysis of the influencing activities.

6.1 Internal communications

The purpose of internal communications is to ensure the flow of information from the Union bodies to the Union chapters and membership, and vice versa.

Information about decisions, preparation work and issued statements was provided throughout the year in Acatiimi magazine, the membership letters (totalling 7) and on the Union's website. The membership letters were sent out in Finnish, Swedish and English.

The chapters did their part to manage the flow of information to members by arranging open meetings for all members. The Union chairpersons, members of the Board and Union personnel attended chapter meetings and other events as often as possible.

6.2 Interest group communications

Communications related to the Union's influencing activities and interest group communications were active. The Union's media releases gained the attention of the media: media monitoring resulted in 164 hits. The Union management gave numerous interviews or issued statements to the media.

During the year in review, Union representatives met with many representatives of the interest groups, including the Minister of Education and Science, the management of the universities and the Academy of Finland, the Board of Universities Finland (UNIFI), the Parliamentary Education and Culture Committee, and the Education and Science Subcommittee within the Finance Committee of the Parliament. The Union met with representatives from seven parties prior to the Parliamentary elections.

The focus for communications at the beginning of the year was on influencing the Parliamentary election and the Government Programme. The objectives for the Government Programme were already drafted during 2014. The influencing campaign “The future is in knowledge” was realised in social media (#tiedossatulevaisuus) and as a full-page campaign notice in Helsingin Sanomat (28 March)

Altogether 12 media releases dealing with funding for universities and research were issued jointly with the Finnish Union of University Researchers and Teachers. The unions worked with UNIFI to organise an election panel (19 March) and issued a joint statement.

Acatiimi 3/2015 contained an election section with a university and science policy questionnaire for eight parties. The circulation of Acatiimi is usually 12,000 copies, but 12,500 copies of the election issue were printed.

When the State budget proposal was in the final stretches of processing by the Parliament, the cuts in university appropriations were opposed in a joint front with university personnel unions included in different principal bargaining organisations. A shared petition was sent to the key decision-makers. A campaign notice “Budget cuts must be withdrawn. The universities, research and teaching must be saved with a future package” was published as a full-page notice in Helsingin Sanomat (17 November). The campaign was also promoted in social media (#yliopistovetoomus).

The selection of Maria Lähteenmäki (University of Eastern Finland) as Professor of the Year 2015 was announced in connection with the Science Forum arranged in Helsinki. This announcement drew a significant amount of attention.

An autumn seminar was held on 16 October for members and interest groups. Its theme was *Research benefits everyone*. The seminar could also be followed through a live video broadcast. The seminar speeches can be viewed as videos on the Union’s YouTube channel.

Union activists contributed to the Professors’ blog that weekly published articles on topics concerning professors, universities and research institutes, as well as the education and science policies. The Union’s Twitter account continuously gained more followers. In February, the Union’s Facebook page was launched. The Union statements, media releases and media hits were actively distributed to social media channels.

The Union’s influencing activities were assessed at the Board’s seminar in December by Director Riku Cavadas of the Pohjoisranta Burson-Marsteller communications office.

MEDIA RELEASES IN 2015

- | | |
|------------------|--|
| 16 November 2015 | The central organisations for the university sector make an appeal to decision-makers: Budget cuts must be withdrawn - universities, research and teaching must be saved with a future package |
| 9 November 2015 | P & T: University employee co-operation negotiations expand – when is the Minister of Labour making a visit? |

28 October 2015	P & T: The Minister of Education's goading letter insulted university employees
6 October 2015	P & T: Budget cuts from universities and research must be withdrawn
17 September 2015	P & T: The scale of appropriation cuts is revealed – the autumn round of employee co-operation negotiations at the universities begins
2 September 2015	P & T: University personnel take the biggest brunt of the budget cuts
11 August 2015	P & T: The spearhead projects are modest in terms of universities and research.
15 June 2015	P & T: The cuts in education and research lead to impaired competence – this is not the way to improve productivity
27 May 2015	P & T: The Government Programme puts the squeeze on universities and research
24 April 2015	P & T: Joining forces – on whose terms?
16 April 2015	P & T: Which universities does EK want to close?
20 March 2015	P & T: Why is the Finnish Business and Policy Forum EVA publishing old and misleading information?
19 March 2015	UNIFI, Finnish Union of University Professors and the Finnish Union of University Researchers and Teachers: The next Government must guarantee long-term university funding
4 February 2015	P & T: The 'university vision' of the technology industry is destructive
9 January 2015	Professor of the Year – Professor Maria Lähteenmäki

6.3 Acatiimi magazine

The Finnish Union of University Professors, the Finnish Union of University Researchers and Teachers, and the Union for University Teachers and Researchers in Finland (YLL) published a joint magazine under the name Acatiimi. The magazine was sent to members of all three unions, as well as to libraries, university administrative units, those who have the power of decision for university and science policies, and journalists monitoring activities within the sector. Key articles were also published on the unions' websites. The magazine was published 9 times during 2015 with a total circulation of 11,800. The articles published in the magazine have received media attention and inspired discourse. Acatiimi 3/2015 was a larger circulation printing. Issue 7/2015 was nearly entirely in English.

The magazine also has an online version and a Facebook page.

The Union was represented on the editorial council of Acatiimi magazine by members of the Board Marjukka Anttila and Jussi Tapani. Executive Director Jorma Virkkala had the right to speak and be present. Communications Manager Kirsti Sintonen served as the secretary of the council.

7 Finances

- The Union's finances remained stable.
- The Union Council decided to leave the membership fee rates unchanged, for the most part, but the fixed membership fees in euro amounts were increased as of 1 January 2015.
- Assisted by the Union's Investment Committee, the Board makes decisions concerning the Union's investment activities in accordance with the Union's investment strategy.

7.1 Membership fees and other income

In terms of the Union's finances, the main source of income is the membership fee collected from members. The ordinary activities of the Union are primarily funded by the membership fee income. The bases for the membership fee are determined by the Union Council. The bases for determination remained, for the most part, unchanged in 2015. The Council decided, however, to increase the euro amounts of certain fixed membership fees. The increases entered into force on 1 January 2015.

The development of the Union's finances and assets was stable during the year in review.

7.2 Investment activities

The Union's investment activities serve to finance a portion of the Union's ordinary operations and ensure the financial foundation for possible upcoming labour dispute situations.

The Board makes decisions about the investment activities in accordance with the Union's investment strategy. The investment strategy was updated during the year in review by making it possible to reduce the risk related to domestic investments in the Union's investment portfolio, if necessary. The Board is assisted by the Union's Investment Committee comprised of the Union management and an expert appointed from the membership. The Union's investment activities during 2015 were quite successful and, in line with the investment strategy, guided by the principles of long-term ownership and a stable income flow.

The Investment Committee comprised the Union Chair Kaarle Hämeri, Vice Chair Jouni Kivistö-Rahnasto, Professor Jarmo Leppiniemi and Executive Director Jorma Virkkala. Financial Controller Maarit Santala served as secretary. The Investment Committee has provided the Board with recommendations on Union investments.

8 Facilities

In June 2014, the Union office rented office space from Erottajankatu 7 in Helsinki for the duration of the renovation work on its own premises in the Akavatalo building. The renovation work was completed at the beginning of 2016 and the Union moved back into their own offices in Akavatalo in February 2016.

9 Organised events

9 January	Science Forum and announcement of the Professor of the Year
24 April	Spring seminar (Pörssitalo, Helsinki)
25 April	Council meeting (Tallinn, Estonia)
22 May	Member event (Amos Anderson Art Museum, Helsinki)
28–29 May	Seminar on the development of local activities (Svartå Manor, Mustio, Raasepori)
27–28 August	Seminar and meeting for the Board (Katinen Manor, Hämeenlinna)
15–16 October	Negotiation days for chapter chairs (Helsinki)
16 October	Autumn seminar (Helsinki)
27 November	Council meeting (Helsinki)

10 Union administration

10.1 Union Council

The Union Council convened at its regular spring meeting on 25 April. In addition to the regular matters, the meeting dealt with the influencing of the Government Programme and topical reports concerning science and university policies. The Union Council convened at its regular autumn meeting on 27 November. In addition to the regular matters, the Union's decision-making procedures related to labour disputes were specified further.

The Council for 2015 included:

Chair Maarit Valo

Vice Chair Erik Tawaststjerna

Chapter	Ordinary Member	First Deputy Member	Second Deputy Member
Aalto University	Johanna Moisander Jorma Skyttä	Virpi Tuunainen Kimmo Lapintie	Kimmo Lapintie Virpi Tuunainen
University of Helsinki	Jaana Hallamaa Jukka Finne Anne Juppo Juha Karhu Mikael Skurnik Maritta Törrönen	Laura Kolbe Esa Korpi Hannele Niemi Per Saris Henry Väre Henry Väre Maria Fredriksson-Ahoma	Esa Korpi Hannele Niemi Per Saris Henry Väre Maria Fredriksson-Ahoma Laura Kolbe

University of Eastern Finland	Seppo Lapinjoki	Jopi Nyman	Riitta Ahonen
	Markku Tykkyläinen	Maria Lähteenmäki	Jopi Nyman
	Ritva Kantelinen	Jarmo Ahonen	Maria Lähteenmäki
University of Jyväskylä	Markku Lonkila	Mirja Tarnanen	Jari Veijalainen
	Minna-Riitta Luukka	Jari Veijalainen	Mirja Tarnanen
	Jukka Pellinen	Jussi Välimaa	Jari Veijalainen
Lappeenranta University of Technology	Juhani Hyvärinen	Aki Mikkola	Marjatta Louhi- Kultanen
University of Lapland	Riitta Brusila	Markku Vieru	Tuija Hautala- Hirvioja
University of Oulu	Juha Risteli	Mauri Haataja	Juha-Pekka Kallunki
	Paula Rossi	Hannu Soini	Juha-Pekka Kallunki
Hanken School of Economics	Christian Grönroos	Gyöngyi Kovács	Petri Mäntysaari
University of the Arts, Helsinki	Eeva Anttila	Vesa Kurkela	Päivikki Kallio
University of Tampere	Christian Krötzl	Eija Paavilainen	Lili Kihn
	Mari Hatavara	Pami Aalto	Eija Paavilainen
	Eero Ropo	Lili Kihn	Pami Aalto
State research institutes	Tatu Koljonen	Tapani Sarjakoski	Tuomas Lehtonen
Tampere University of Technology	Jouni Kivistö-Rahnasto	Pasi Kallio	Jukka Lekkala
	Sirkka-Liisa Eriksson	Jukka Lekkala	Pasi Kallio
University of Turku	Pekka Vallittu	Kari Lukka	Eija Suomela-Salmi
	Timo Soikkanen	Jani Erola	Carita Kvarnström
	Jyri Vaahtera	Marjaana Soininen	Reijo Knuutinen
University of Vaasa	Harry Lönnroth	Pirkko Vartiainen	Panu Kalmi
Åbo Akademi University	Peter Nynäs	Marko Joas	Olav Eklund
	Mikko Lagerspetz	Ria Heilä-Ylikallio	Barbro Back

10.2 Union Board

The Union Board met 10 times during the year in review.

The Board for 2015 included (the term of each member is in parentheses):

Kaarle Hämeri
University of Helsinki

Chair (2015-2016)

Jouni Kivistö-Rahnasto
Tampere University of Technology

Deputy Chair (2015-2016)

Members

Marjukka Anttila
(2014 - 2015)
Finnish Food Safety Authority Evira

Deputy Members

Petri Mäntysaari
Hanken School of Economics

Alfred Colpaert
(2014 - 2015)
University of Eastern Finland/Joensuu campus

Tommi Sottinen
(2014 - 2015)
University of Vaasa

Pekka Ilmakunnas
(2014 - 2015)
Aalto University School of Business

Riitta Brusila
(2014 - 2015)
University of Lapland

Markus Lehtinen
(2015 - 2016)
University of the Arts Helsinki / Sibelius Academy

Aila-Leena Matthies
(2015 - 2016)
University of Jyväskylä

Eeva Moilanen
(2015 - 2016)
University of Tampere

Juhani Hyvärinen
(2015 - 2016)
Lappeenranta University of Technology

Jussi Tapani (until 27 November)
(2015 - 2016)
University of Turku

Keijo Ruotsalainen
(2015 - 2016)
University of Oulu

Jukka Heikkilä
(27 November 2015 - 2016)
University of Turku

10.3 Bodies appointed by the Board

The Union Board appointed the following bodies:

- Work Committee: Kaarle Hämeri, Jouni Kivistö-Rahnasto, Jorma Virkkala and Raija Pyykkö.
- Election Committee: Maarit Valo, Pekka Ilmakunnas and Jopi Nyman.
- Investment Committee: Kaarle Hämeri, Jouni Kivistö-Rahnasto, Jarmo Leppiniemi, Jorma Virkkala and Maarit Santala as secretary.
- Communications Group: Kaarle Hämeri, Kirsti Sintonen, Raija Pyykkö and Milla Talassalo.

10.4 Union chapters and chairs

Aalto University	Jorma Skyttä
University of Helsinki	Jaana Hallamaa
University of Eastern Finland	Alfred Colpaert
University of Jyväskylä	Jari Veijalainen
University of Lapland	Riitta Brusila
Lappeenranta University of Technology	Aki Mikkola
University of Oulu	Juha Risteli
Hanken School of Economics	Gyöngyi Kovács
University of the Arts Helsinki	Erik T. Tawaststjerna
Tampere University of Technology	Sirkka-Liisa Eriksson
University of Tampere	Mari Hatavara
University of Turku	Jani Erola
State research institutes	Marjukka Anttila
University of Vaasa	Panu Kalmi
Åbo Akademi University	Olav Eklund

10.5 Auditors

The Union's authorized auditor (KHT) was Professor Markku Koskela and the deputy auditor (KHT) was Riku Kärnä. The Union's performance auditor was Lecturer Kari Toiviainen and the deputy performance auditor was Lecturer Tapani Kykkänen.

10.6 Office personnel

Co-operation between the Board and office personnel of the Union has continued well. The Union's Executive Director was Jorma Virkkala, Master of Laws with court training. Raija Pyykkö, Ph.D., was the Head of Union Affairs, Kirsti Sintonen, M.Soc.Sc., handled the communications of the Union and the Finnish Union of University Researchers and Teachers, and Milla Talassalo, BBA, served as the joint Communications Assistant for both unions. The Union's part-time Financial Controller was Maarit Santala, BBA. The Office Secretary was Helena Kuusterä, Business college graduate, until 21 December. Mia Rikala, Master of Arts, B.B.A. started as the new Office Secretary on 15 October 2015.

11 Union statements and proposals

18 November 2015	Statement to the Parliamentary Education and Culture Committee on the amendment of the Universities Act (558/2009) and the Act of Polytechnic Education (932/2014) as concerns the academic fees collected from students coming from outside of the EU/EEA area, and on the development plan for education and research
20 October 2015	The Union was heard by the Parliamentary Education and Culture Committee on the budget proposal for 2016 as it concerns institutes of higher learning
20 October 2015	Statement to the Parliamentary Education and Culture Committee on the university index
9 October 2015	Statement on the development of the central government's steering systems and on the development plan for education and research
5 October 2015	Statement to the Education and Science Subcommittee on the Government's budget proposal for 2016 as it concerns university education and research
8 September 2015	Statement to the Ministry of Education and Culture on the proposal concerning the collective management of copyrights
13 May 2015	Statement on the universities' use of the ORCID identifier in Finland
13 May 2015	Statement on the Research and Innovation Council
16 January 2015	Statement to the Parliamentary Education and Culture Committee on the amendment of the Universities Act (558/2009) as concerns the processing fee for term-specific applications